

REPORT ON THE CORPORATE GOVERNANCE OF THE LISTED COMPANY
FIRST 6 MONTHS OF 2026

Address: Quang Minh, Hanoi
Business Registration Certificate No. 010218588 issued by the Hanoi Department of Planning and Investment

To:

- *The State Securities Commission;*
- *The Hanoi Stock Exchange.*

- Company name: HANOI MILK JOINT STOCK COMPANY
- Head office address: Km9 Bac Thang Long - Noi Bai Road, Quang Minh, Me Linh, Hanoi
- Telephone: 0243.8866567 Fax: 02438866564 Email: info@hanoimilk.com
- Charter capital: VND 444,000,000,000 (Four hundred and forty-four billion Vietnamese dong)
- Stock code: HNM
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director/Director.
- Regarding the performance of the internal audit function: Not yet implemented.

I. Activities of the General Meeting of Shareholders

Information on the meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted by written opinion):

No.	Resolution/Decision No.	Date	Content
1	01/2026/NQ-DHDCD	10/06/2026	- Approved the Board of Directors' Report on the Company's operations in 2025 and the development orientation for subsequent years (2026-2030) - Approved the Board of Management's Report on production and business results for 2025 and the Financial Statements audited by International Auditing and Valuation Co., Ltd. - Approved the Company's 2026 production and business plan - Approved the Supervisory Board's Report on the management of the Company in 2025 by the Board of Directors and the Board of Management - Approved the Resolution on the payment of 2025 dividends - Approved and authorized the Board of Directors to re-

			select the auditing firm for the Company's 2026 Financial Statements. - Approved a Resolution to address a material matter concerning Vietnam Automobile and Equipment Joint Stock Company (EMC), a shareholder currently holding 11,555 shares, representing 0.026% of the total voting shares at Hanoimilk. - Approved the election of members of the Board of Directors and the Supervisory Board for the 2026-2030 term. - Approved the payment of remuneration to members of the Board of Directors and the Supervisory Board for the 2026-2030 term.
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II. Board of Directors (Report for the first 6 months of 2026):

1. Information on members of the Board of Directors (BOD):

No.	BOD Member	Position	Date of becoming/ceasing to be a BOD member / independent BOD member	
			Appointment date	Removal date
1	Mr. Ha Quang Tuan	Chairman of the BOD	re-elected on 10/06/2026	
2	Mr. Ngo Kim Son	BOD Member Factory Director	re-elected on 10/06/2026	
3	Mr. Nguyen Duy Len	BOD Member, Quality Director	re-elected on 10/06/2026	
4	Ms. Vu Thi Huong Thuy	BOD Member, Managing Director	re-elected on 10/06/2026	

2. BOD meetings:

No.	BOD Member	No. of BOD meetings attended	Attendance rate	Reason for non-attendance
1	Mr. Ha Quang Tuan	06	100%	
2	Mr. Ngo Kim Son	06	100%	
3	Mr. Nguyen Duy Len	06	100%	
4	Ms. Vu Thi Huong Thuy	06	100%	

3. Supervisory activities of the BOD over the Board of Management:

Pursuant to the powers and duties prescribed by law and the Company's Charter, in the first 6 months of 2026 the Board of Directors held 06 in-person meetings. BOD members carried out their duties of directing, supervising and promptly urging the activities of the Board of Management through quarterly work briefings, and by attending and providing guidance at important meetings of the Board of Management on the implementation of the BOD's resolutions and decisions.

The Board of Directors regularly and closely supervised, provided timely support, and ensured the operational effectiveness of the Board of Management. The Board of Directors monitored and kept abreast of the 2026 production and business administration process through reports submitted by the Board of Management to the BOD.

4. Activities of sub-committees under the Board of Directors (if any): None.

5. Resolutions/Decisions of the Board of Directors (Report for the first 6 months of 2026):

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	01/2026/ NQ.HDQT	02/01/2026	- Approved the 2025 business performance results - Discussed the Company's 2026 production and business plan.	100%
2	02/2026/ NQ.HDQT	26/02/2026	- Approved the Digital Transformation & AI Strategy and implementation roadmap for Hanoimilk through 2030 - Approved the selection of AI Native Global Joint Stock Company as the provider of services to implement work packages under Hanoimilk's Digital Transformation & AI Program.	
3	03/2026/ NQ.HDQT	06/04/2026	- Unanimously approved postponing the Annual General Meeting of Shareholders from April to June 2026	100%
4	04/2026/ NQ.HDQT	20/04/2026	- Decided to hold the 25th Annual General Meeting of Shareholders on 10/06/2026 - Unanimously approved the record date for finalizing the list of shareholders attending the 25th Annual General Meeting of Shareholders as 13/05/2026	100%

III. Supervisory Board:

1. Information on members of the Supervisory Board (SB):

No.	SB Member	Position	Date of becoming/ceasing to be an SB member	Professional qualification
1	Ms. Dao Bich Thuy	Head of the SB	re-elected on 10/06/2026	Accounting
2	Mr. Phan Van Nam	SB Member	re-elected on 10/06/2026	Engineer

2. SB meetings

No.	SB Member	No. of meetings attended	Attendance rate	Voting rate	Reason for non-attendance
1	Ms. Dao Bich Thuy	01	100%	1/1	
3	Mr. Phan Van Nam	01	100%	1/1	

3. Supervisory activities of the SB over the BOD, the Board of Management and shareholders:

In the first 6 months of 2026, the Company's Supervisory Board held 01 in-person meeting to assess the implementation of legal regulations and the Company's Charter in the operations of the Board of Directors, and the implementation of Resolutions issued by the General Meeting of Shareholders and the Board of Directors, as well as by the Company's Board of Management. The Supervisory Board contributed many practical opinions to the Company's governance work.

The Supervisory Board's inspection and oversight focused on: examining and supervising the Company's financial position, capital preservation, and the effectiveness of production and business operations in 2026, and supervising compliance with the Charter, the Resolutions of the General Meeting of Shareholders, and the Resolutions of the BOD.

4. Coordination between the SB and the BOD, the Board of Management, and other managerial staff: The Supervisory Board worked closely with the Board of Directors and the Board of Management in performing its assigned functions and duties, and coordinated inspection and supervision activities as required by regulations. The Board of Directors and the Board of Management created favorable conditions for the Supervisory Board to perform its duties, such as providing information and documents and enabling participation in the Company's meetings.

5. Other activities of the SB (if any): None.

IV. Board of Management

No.	Board of Management Member	Date of birth	Professional qualification	Appointment/removal date as Board of Management member/
1	Mr. Ngo Kim Son	06/11/1980	Food Technology Engineer	01/12/2014
2	Ms. Vu Thi Huong Thuy	10/05/1980	Food Technology Engineer	01/02/2017

V. Chief Accountant

Full name	Date of birth	Professional qualification	Appointment/removal date
Pham Tung Lam	18/09/1983	Master of Business Administration, Bachelor's degree in Corporate Finance	01/06/2011

VI. Corporate governance training

Corporate governance training courses attended by BOD members, SB members, the Director

(General Director), other managerial staff, and the Company Secretary as required by corporate governance regulations: None.

VII. List of related persons of the public company (Annual Report) and transactions between the Company's related persons and the Company itself:

1. List of the Company's related persons: See Appendix 01 attached.
2. Transactions between the Company and its related persons; or between the Company and major shareholders, insiders, or persons related to insiders: No transactions arose during the period.
3. Transactions between the Company's insiders, or persons related to insiders, and subsidiaries or companies controlled by the Company: No transactions arose during the period.
4. Transactions between the Company and other entities.
 - 4.1. Transactions between the Company and companies in which BOD members, SB members, the Director (General Director), and other managers have been or currently are founding members, BOD members, or the Director (General Director) at any time within the past three (03) years (as of the reporting date). See Appendix 02 attached.
 - 4.2. Transactions between the Company and companies in which persons related to BOD members, SB members, the Director (General Director), and other managers are BOD members or the Director (General Director): No transactions arose during the period.
 - 4.3. Other transactions of the Company (if any) that may bring material or non-material benefits to BOD members, SB members, the Director (General Director), and other managers: No transactions arose during the period.

VIII. Share transactions of insiders and persons related to insiders (Report for the first 6 months of 2026)

1. List of insiders and persons related to insiders. See Appendix 03 attached.
2. Transactions by insiders and related persons involving the Company's shares:

Ms. Dao Bich Thuy – Head of the Supervisory Board – sold 10 million HNM shares. Mr. Pham Tung Lam – Chief Accountant – bought 10 million HNM shares on 23/06/2026.

IX. Other matters requiring attention: None.

Recipients:

- - As addressed above;
- - Members of the BOD;
- - The Company's Supervisory Board;
- - Hanoimilk website;
- - Filed at the Office.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Dr. Hà Quang Tuan

Appendix 01

List of the Company's related persons

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No. (NSH*), date and place of issue	Head office address/ Contact address	Date of becoming a related person (RP)	Date of ceasing to be a related person (RP)	Reason	Relationship with the Company/
1	Mr. Ha Quang Tuan		Chairman of the BOD			27/06/2015			
	Ha Van Duong					27/06/2015			
	Nguyen Thi Tuyet					27/06/2015			
	Ha Tuan Tu					27/06/2015			
	Ha Phuong Thao					27/06/2015			
	Ha Tuyet Lan					27/06/2015			
	Ha Thi Ngoc					27/06/2015			
	Ha Ngoc Anh					27/06/2015			
2	Mr. Nguyen Duy Len		BOD Member			31/12/2021			
3	Mr. Ngo Kim Son		Factory Director, BOD Member			14/06/2021			
4	Ms. Vu Thi Huong Thuy		Managing Director, BOD Member			19/04/2021			
	Mai Van Sao		ISO Department			10/07/2021			
5	Mr. Pham Tung Lam		Chief Accountant			25/06/2016			
	Pham Truong Thanh					25/06/2016			
6	Ms. Dao Bich Thuy		Head of the SB			12/12/2021			
7	Mr. Phan Van Nam		SB Member			24/04/2022			

Appendix 02

Transactions between the Company and companies in which BOD members, SB members, the Director (General Director), and other managers have been or currently are founding members, BOD members, or the Director (General Director) at any time within the past three (03) years.

No.	Name of organization/individual	Relationship with the Company	ID No. (NSH*), date and place of issue	Head office address/ Contact address	Date of transaction with the Company	Resolution/Decision No. of the GMS/BOD... approving (if any, state the issuance date)	Content, quantity, and total transaction value/	Note
1	Hoang Mai Xanh Joint Stock Company	Same Chairman of the BOD	0103009618	Building A, Linh Nam Ward People's Committee, Hoang Mai, Hanoi	2019		Milk product distribution contract	

Appendix 03

List of insiders and persons related to insiders

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID No. (NSH*), date and place of issue	Head office address/ Contact address	No. of shares owned at period-end	Ownership ratio at period-end	Note
1	Mr. Ha Quang Tuan		Chairman of the BOD			4,075,000	9,18%	
	Ha Van Duong					0	0%	Father
	Nguyen Thi Tuyet					0	0%	Mother
	Ha Tuan Tu					0	0%	Child
	Ha Phuong Thao					0	0%	Child
	Ha Tuyet Lan					0	0%	Sister
	Ha Thi Ngoc					0	0%	Sister
	Ha Ngoc Anh					0	0%	Sibling
2	Mr. Nguyen Duy Len		Deputy Factory Director, BOD Member			30,300	0,068%	
3	Mr. Ngo Kim Son		Factory Director, BOD Member			1,400	0,003%	
4	Ms. Vu Thi Huong Thuy		Managing Director, BOD Member			15,000	0,034%	
	Mai Van Sao		ISO Department			2,000	0,005%	Husband
5	Mr. Pham Tung Lam		Chief Accountant			10,425,000	23,480%	
	Pham Truong Thanh					0	0%	Father
6	Ms. Dao Bich Thuy		Head of the SB			0	0%	
7	Mr. Phan Van Nam		SB Member			18,000	0,041%	